

2007 Governor's Conference

on Workers' Compensation and Occupational Safety & Health



October 3-5
Big Sky Resort
Big Sky, MT



Presented by:
**Governor Brian Schweitzer
&
Montana Department of Labor & Industry**

OFFICE OF THE GOVERNOR
STATE OF MONTANA

BRIAN SCHWEITZER
GOVERNOR



JOHN BOHLINGER
LT. GOVERNOR

October, 2007

Dear friends:

Welcome to beautiful Big Sky and the 52nd annual Governor's Conference on Workers' Compensation and Occupational Safety and Health. Our conference focuses on the importance of workplace safety and a well-managed workers' compensation insurance program to both workers and employers in our state.

Montana is on the move in its efforts to improve workplace safety and our workers' compensation system. A Labor-Management Advisory Council on Workers' Compensation has been established by Commissioner Keith Kelly. The 10-member council of representatives of employers and workers is lead by Lieutenant Governor John Bohlinger. The council's goal is to find ways to control workers' compensation costs and premiums without negatively affecting benefits for injured workers

The Council has targeted four key areas for discussion and consideration of possible changes to both control costs and improve outcomes for injured workers:

- Design of a comprehensive statewide safety initiative that fosters a Montana safety culture in which significant reductions of our high injury rate are possible and in which every Montana worker returns home to their family at the end of the day sound and healthy;
- Development of a new medical fee schedule for workers' compensation that will provide fair and equitable compensation to medical providers and insure quality care to injured workers at a reasonable cost to employers;
- Promotion of early return to work policies that benefit employees and employers; and
- Review of the conditions for compensation claim settlement.

During this conference you will be hearing national and regional experts addressing issues of workplace safety and effective return to work. I commend you for commitment to these issues so critical to the economic health of Montana families and businesses. Best wishes for a successful and productive meeting.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Schweitzer".

BRIAN SCHWEITZER
Governor



Sponsors



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Montana State Fund



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Montana Tavern Association

Mountain Water Company



NorthWestern Energy

PPL Montana



Putman & Associates Inc



Rocky Mountain District Council of Laborers'

Sletten Construction Co 



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Stimson Lumber Co



Vocational Consulting Services Inc



Exhibitors



BC Sales Co Inc/Hytest Safety Shoes

 **Billings Clinic**

Broadspire, a Crawford Co



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Cascade Disability Management



Certified Medical Consulting

Core-Advantage



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Forensic Nursing Inc

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Montana State Fund



MT Dept of Labor & Industry Research & Analysis

MT Dept of Labor & Industry Safety & Health Bureau (2)



PACBLU

Progressive Medical Inc



Putman & Associates Inc

Rocky Mountain Education Center



St. Vincent Occupational Health

Stevenson Consulting Services Inc



Swanson Leavitt Insurance

UULC



VMS Inc

Work Rehabilitation Consultants



Wednesday ~ October 3, 2007



REGISTRATION ~ 8:00 am—4:30 pm
Firehole Lounge

Pre-Conference Workshop Occupational Safety & Health

Root Cause Incident Investigations—Are We Really Getting to Why?

Gerard “Jerry” Ryan Ph.D., C.I.H.

Core Advantage, Owner

9:00 am—11:45 am

Missouri Ballroom—Jefferson/Madison



Conference Opening & Welcome

Keith Kelly

Department of Labor & Industry, Commissioner

1:00 pm—1:15 pm

Missouri Ballroom—Jefferson/Madison

OPENING KEYNOTE

People-Based Safety, Enriching Your Culture for Injury Prevention

Dr. E. Scott Geller, Ph.D.

Senior Partner, Safety Performance Solutions

1:15 pm—2:40 pm

Missouri Ballroom—Jefferson/Madison

Break—2:40 pm to 3:00 pm
Gallatin Room

Sponsored By: Billings Clinic Occupational Health ~ ConocoPhillips Pipe Line Co ~ Gregg Singer MD

OPENING KEYNOTE

People-Based Safety, Enriching Your Culture for Injury Prevention

Dr. E. Scott Geller, Ph.D.

Senior Partner, Safety Performance Solutions

3:00 pm—4:15 pm

Missouri Ballroom—Jefferson/Madison

Evening Reception —6:00 pm to 7:30 pm
Huntley Dining Room

Sponsored By: Browning, Kaleczyc, Berry & Hoven PC ~ Carey Law Firm PC ~ Crowley Law Firm ~ Doubek & Pyfer LLC
Leslae J. E. Dalpiaz PC ~ Bothe & Lauridsen PC

Lt. Governor John Bohlinger

Honoring Safety Award Recipients

8:00 pm—Midnight
Music at Whiskey Jack's

Exhibitors Hall is open from 8:00 am to 5:00 pm —Gallatin Room

Thursday ~ October 4, 2007



REGISTRATION ~ 8:00 am—4:30 pm

Firehole Lounge



Breakfast —7:30 am to 8:30 am

Sponsored By: Disability Management & Consulting ~ Montana State Fund ~ Stillwater Mining Company

Workers' Compensation

**Missouri Ballroom—
Jefferson/Madison**

W/C Advisory Group Update

Lt. Governor John Bohlinger

State of Montana

Chris Catlett

Bureau Chief, MT Dept of Labor & Industry

Jerry Keck

Administrator, MT Dept of Labor & Industry

Scott McCloy

Communications Director for WorkSafeBC

Jason Miller

Political Coordinator, Montana AFL-CIO

Bob Worthington

CEO, Montana Municipal Insurance Authority

What's Hot,

What's Not in Orthopaedics

Dr. Catherine Capps



**The Role of the Insurance
Commissioner in the Regulation of
Workers' Compensation Insurers**

John Morrison

Montana State Auditor

Workers' Compensation Court Update

Judge James Jeremiah Shea

MT Dept of Labor & Industry

8:45 am—10:00 am

Break—10:00 am to 10:30 am

Gallatin Room

Sponsored By:

Hanser's Automotive & Wrecker Co

Mountain Water Co

Rocky Mountain District Council of Laborers'

10:30 am—11:40 am

Safety Awards Luncheon

11:50 am to 1:10 pm

Lt. Governor John Bohlinger, presenting

Huntley Dining Room

Sponsored By: PPL Montana ~ Admiral Beverage Corp ~ Stimson Lumber Co

1:15 pm—2:45 pm

Break—2:45 pm to 3:00 pm

Gallatin Room

Sponsored By: Forensic Nursing Inc

Midland Claims Service Inc/Industrial Injury Claims

Vocational Consulting Services Inc

3:00 pm—4:15 pm

4:30 pm—5:30 pm

Amphitheatre—Big Sky Resort

Claims Adjuster Meeting

Evening Buffet —6:00 pm to 7:30 pm

Huntley Dining Room

Sponsored By: Dufrechou Law Firm ~ Fair Claim ~ Garlington, Lohn & Robinson PLLP ~ Graves & Toennis PC ~ Halverson, Sheehy & Plath PC
Keller, Reynolds, Drake, Johnson & Gillespie PC ~ Montana Tavern Association

8:00 pm—Midnight

Music at Whiskey Jack's

Exhibitors Hall is open from 8:00 am to 5:00 pm —Gallatin Room

Occupational Safety & Health

Talus Room—Summit Hotel

Safety Training—Fun and Games

Larry Westfall

Sandi Westfall

L & S Teambuilders, Team Coaches

Amphitheatre—Big Sky Resort

Reducing Back Injuries

John Perdaems

Bozeman Deaconess Hospital, Assistant
Manager of Physical Therapy



**Establishing & Integrating a Safety &
Health Management System**

Gerard "Jerry" Ryan Ph.D., C.I.H.

Core Advantage, Owner

**Panel: Leadership & Partnership-
Federal OSHA & Montana Success
Stories**

Gregory J. Baxter

OSHA Region VIII, Administrator

Ross Yeager

OSHA MT Area Director

Karen Miller

Compliance & Safety Officer, Marks Miller Post &
Pole

Cheri Decker

Human Resource Manager, Simms Fishing

Friday ~ October 5, 2007



Breakfast—7:30 am to 8:30 am
Huntley Dining Room

Sponsored By: MLA Services Inc ~ Montana Health Systems ~ Sletten Construction Co

CLOSING KEYNOTE

**Fresh Thinking: A new paradigm for
Workers' Compensation**

8:30 am—10:00 am

Dr. Jennifer Christian

President and Chief Medical Officer, Weility Corporation

Missouri Ballroom—Jefferson/Madison

Break—10:00 am to 10:20 am
Gallatin Room

Sponsored By: NorthWestern Energy ~ Putman & Associates Inc ~ Headwaters Rehabilitation Inc

CLOSING KEYNOTE (continued)

**Fresh Thinking: A new paradigm for
Workers' Compensation**

10:20 am—11:30 am

Dr. Jennifer Christian

President and Chief Medical Officer, Weility Corporation

Missouri Ballroom—Jefferson/Madison

Wrap-up & Door Prizes* ~ 11:30 am —Noon

Jerry Keck

Department of Labor & Industry, Administrator

Missouri Ballroom—Jefferson/Madison

***MUST BE PRESENT TO WIN!**

The 2007 Governor's Conference Committee Members would like to 'Thank You' for attending this years conference!

Members:

**Michelle Carlson, Chris Catlett, David Elenbaas, Teresa Graham, Laura Haralson,
Robin Jackson, Lucy Jeffrey, Jeanne Johns, Jerry Keck, Ann Komac, Gary Martinsen
Keith Messmer, Judy Murphy, Jim Redden, Debra Smith, John Svaldi and Brett Wall**

Biographies



Opening Keynote

Dr. E. Scott Geller, Ph.D.

Senior Partner, Safety Performance Solutions



E. Scott Geller, Ph.D. is a Senior Partner of Safety Performance Solutions, Inc. – a leading-edge organization specializing in behavior-based safety training and consulting. Dr. Geller and his partners at Safety Performance Solutions (SPS) have helped companies across the country and around the world address the human dynamics of occupational safety through flexible research-founded principles and industry-proven tools. In addition, for more than three decades, Professor E. Scott Geller has taught and conducted research as a faculty member in the Department of Psychology at Virginia Polytechnic Institute and State University, better known as Virginia Tech. In this capacity, he has authored more than 350 research articles and over 75 books or chapters addressing the development and evaluation of behavior-change interventions to improve quality of life.

His recent books in occupational health and safety include: *The Psychology of Safety*; *Working Safe*; *Understanding Behavior-Based Safety*; *Building Successful Safety Teams*; *Beyond Safety Accountability: How to Increase Personal Responsibility*; *The Psychology of Safety Handbook*; *Keys to Behavior-Based Safety from Safety Performance Solutions*; *The Participation Factor*; *People-Based Safety: The Source*; and *People-Based Patient Safety: Enriching your culture to prevent medical error*; coauthored by Dave Johnson. His latest book is entitled *Leading People-Based Safety: Enriching your culture*, and was recently published by Coastal Training Technologies Corporation.

Dr. Geller is a Fellow of the American Psychological Association, the American Psychological Society, and the World Academy of Productivity and Quality Sciences. He is past Editor of the *Journal of Applied Behavior Analysis* (1989-1992), current Associate Editor of *Environment and Behavior* (since 1982), and current Consulting Editor for *Behavior and Social Issues*, the *Behavior Analyst Digest*, and the *Journal of Organizational Behavior Management*.

Scott Geller's caring, dedication, talent, and energy have helped him earn a teaching award in 1982 from the American Psychological Association and every university teaching award offered at Virginia Tech. In 1983 he received the Virginia Tech Alumni Teaching Award and was elected to the Virginia Tech Academy of Teaching Excellence; in 1990 he was honored with the all-university Sporn Award for distinguished teaching of freshman-level courses; and in 1999 he was awarded the prestigious W.E. Wine Award for Teaching Excellence.

Dr. Geller has written more than 100 articles for *Industrial Safety and Hygiene News*, a trade magazine disseminated to more than 75,000 companies. He has collaborated with Tel-A-Train Inc. and J.J. Keller and Associates in the development of various training series, which include videotapes, workbooks, and facilitators' guides. For these innovative and creative works, beginning with a 1995 nationally renowned seminar series -- *Actively Caring for Safety*--the Society for the Advancement of Behavior Analysis honored Dr. Geller with an award for Effective Presentation of Behavior Analysis in the Mass Media.

Dr. Geller and his colleagues at SPS have worked with numerous organizations, both public and private, to tailor training and implementation efforts related to the psychology of safety. Past customers include both small and large organizations representing manufacturing, chemical processing, transportation, and service industries, including: Allied Signal, American Standard, ARCO Chemical, AT&T, Bayer, Bechtel, BF Goodrich, BHP Cooper, Cargill, Coca-Cola, Champion International, Chevron, Corning, ExxonMobil, Eli Lilly, Ford, General Motors, Georgia-Pacific, Hercules, Hewlett-Packard, Koch Refining, Leprino Foods, Lockheed, Lucent Technologies, Monsanto, PacifiCorp, Power Bar, Rohm and Haas, Solutia, Textron, 3M, Toyota, Union Pacific Railroad, Wal-Mart, Westinghouse, Westvaco, and Weyerhaeuser.

Dr. Geller has been the Principal Investigator for more than 75 research grants that involved the application of behavioral science for the benefit of corporations, institutions, government agencies, or communities in general. Both government agencies and corporations have funded his research including: the National Science Foundation; the National Institute for Occupational Safety and Health; the U.S. Department of Health, Education, and Welfare; the U.S. Department of Energy; the U.S. Department of Transportation; the National Highway Traffic Safety Administration; the National Institute on Alcohol Abuse and Alcoholism; the Centers for Disease Control and Prevention; General Motors Research Laboratories; the Alcoholic Beverage Medical Research Foundation; and the Virginia Departments of Energy, Transportation, Litter Control, Agriculture and Commerce, and Welfare and Institutions.

In 2001, Virginia Tech awarded Dr. Geller the University Alumni Award for Excellence in Research. In 2002, the University honored Scott Geller with the Alumni Outreach Award for his exemplary real-world applications of behavioral science, and in 2003 Dr. Geller received the University Alumni Award for Graduate Student Advising. In 2005, E. Scott Geller was awarded the statewide Virginia Outstanding Faculty Award by the State Council of Higher Education, and Virginia Tech conferred the title of Alumni Distinguished Professor on him.



Biographies



Closing Keynote

Dr. Jennifer Christian

President and Chief Medical Officer, Weability Corporation



Dr. Jennifer Christian is a physician thought leader with a special interest in work disability prevention and reduction. She is President and Founder of Weability Corporation, a training and consulting company whose purpose is to serve as a catalyst for positive change in disability benefits and workers' compensation systems.

Dr. Christian is board-certified in occupational medicine, with an M.D. and M.P.H. from the University of Washington in Seattle. Her 20 year career in occupational medicine has been spent in multiple settings: private practice, heavy industry, public health, managed care, workers' compensation insurance and in consulting. She is an expert healthcare thought leader and management consultant who specializes in issues at the intersection of medicine, the workplace, and general management.

Dr. Christian led the development of the American College of Occupational & Environmental Medicine's newest Guideline entitled "Preventing Needless Work Disability by Helping People Stay Employed". She then founded "The 60 Summits Project", a non-profit organization that supports local grass roots groups as they plan and hold Work Disability Prevention Summits all across North America.

Her special interests include change management and leadership; integrating disability and disease management; stay-at-work and return-to-work programs; case management; data tracking, management, and interpretation; education and training in work disability prevention for line managers, claims/case managers, physicians and leadership of volunteer groups. Her special expertise includes ability to spot fundamental issues and opportunities and formulate work disability reduction strategies and tactics; provider network strategy and communications; ways to increase effectiveness and value of case management and managed care programs; translate between healthcare and business; deliver motivational speaking and training.

Dr. Christian was Vice President and Chief Medical Officer for ManagedComp and CareManagement Networks in Waltham, MA; Healthcare Management Consultant for Milliman & Robertson in Wakefield, MA; Medical Director, Occupational Health & Safety for CIGNA HealthCare of California, Glendale, CA; Solo Practice, Occupational Medicine for The Safe Work Center, Anchorage, AK; Medical Officer for the Department of Health & Human Service, City of Anchorage, AK; Director, Employee Health & Safety, Bath Iron Works Corporation, Bath, ME; Contract Physician, The World Bank, Washington, D.C.; Clinical Director, Consultants in Epidemiology and Occupational Health, Washington, D.C.; Clinician, Intercounty Health, Inc., Martinsburg, WV; Emergency Room Physician, Jefferson Memorial Hospital, Ranson, WV.

She received her M.P.H. from the University of Washington, School of Public Health and her M.D. from the University of Washington, School of Medicine in Seattle, WA; Pre-Med, University of Alaska, College of Arts and Sciences in Fairbanks, AK; A.B. in Liberal Arts from Sarah Lawrence College Bronxville, NY

Dr. Christian received Physician of the Year in 1992 from the Alaska State Medical Association and she belongs to the American College of Occupational and Environmental Medicine (ACOEM); Alaska State Medical Association; Anchorage Medical Society; New England College of Occupational and Environmental Medicine; Massachusetts Medical Society and the American Medical Association.

Speakers

Gregory J. Baxter

OSHA Region VIII, Regional Administrator

Gregory Baxter began his career with the Occupational Safety and Health Administration (OSHA) in 1975 as a Safety and Health Compliance Officer in the Long Island, New York Area Office. During his 32 years with OSHA he has worked as a Safety Program Evaluator in the New York Regional Office; a Grants Administrator in the New York Regional Office; a Consultation Program manager in the Denver Regional Office; a Chief of the Division of Consultation Programs in the Washington, DC National Office and a Deputy Regional Administrator in the Denver Regional Office.

Mr. Baxter holds a Bachelor of Arts in English Literature from Iona College in New Rochelle, NY.

The highlights of his career included assignments at the World Trade Center Rescue and Recovery Operation, and the Katrina Hurricane Response where he served as field coordinator for the first-ever implementation of the Worker Safety and Health Annex.

Dr. Catherine Capps

Dr. Capps is a graduate of the University of Southern California School of Medicine. After completing her internship and residency at the LA County USC Medical Center, she then finished a one year hand fellowship at the Joseph H. Boyes Fellowship for Surgery of the Hand in Los Angeles. Dr. Capps practiced in California for five years, sub-specializing in hand surgery, before moving to Missoula with her husband, Thomas A. Rickard, M.D. in 1992.

Dr. Capps is involved with many performing arts organizations, currently serving on the boards of Missoula Children's Theatre, The Missoula Symphony Association, The Missoula Symphony Guild and on the Dean's Advisory Board of Fine Arts at the University of Montana. She also enjoys spending time with her friends, family and her five dogs.



Biographies



Cheri Decker

Human Resource Manager, Simms Fishing

Cheri Decker has been with Simms Fishing Products for 7 years as their Human Resources Manager. Cheri earned her Bachelor's Degree from California State University at Long Beach in Applied Psychology. She has 23 years of human resources experience.

Since moving to Bozeman in 1992, she has worked for several area manufacturing companies and has been involved in workplace safety at each organization. Cheri enjoys the collaborative efforts of working with employees and other managers in the area of safety.

Keith Kelly

MT Department of Labor & Industry, Commissioner

Keith Kelly was appointed in 2005 by Governor Schweitzer to serve as the Commissioner of the Montana Department of Labor and Industry. Prior to being appointed Commissioner of Labor, Kelly served as the Division Administrator for the Unemployment Insurance Division for the Montana Department Of Labor and Industry. Kelly was appointed by President Clinton as Administrator of the Farm Service Agency in Washington D.C.

He was the Director of the Montana Department of Agriculture under former Governor Ted Schwinden, served as the Deputy Secretary of State under former Secretary Mike Cooney and was the Director of the Arizona Department of Agriculture for 7 years under a Republican Governor. Kelly served with the Army 101st Airborne Division in Vietnam and was awarded the Bronze Star. He graduated from Red Lodge High School, and received his bachelor's degree in Ag Business and his master's degree in Economics; both at Montana State University. Kelly is married with 4 children and 5 grandchildren.

Scott McCloy

WorkSafeBC, Communications Director

Scott McCloy is communications director for WorkSafeBC and is responsible for all internal and external corporate communications to support positive reputation and to transform societal attitudes to drive down the incidences of workplace injury, illness and disease.

Scott has 30 years of communications experience in both the public and private sectors with large, complex organizations. In 2005 he led the re-branding initiative from the Workers' Compensation Board of British Columbia to WorkSafeBC and oversees WorkSafeBC's external and internal web strategy.

Karen Miller

Compliance & Safety Officer, Marks Miller Post & Pole

Karen started work for the State of Montana in 1972 as a tour guide in the Capitol Building on a summer break from college. She returned to work for the state the next year and spent the next 29 years working in various departments doing a vast assortment of jobs. Her husband Darrell Miller and his partner Gary Marks had started Marks-Miller Post and Pole, Inc. in 1976. As a growing company with many safety and compliance issues, it was evident that someone was needed to dig in and take charge of this area of the business. Karen was nominated (because no one else wanted to do this job) and started learning rules and regulations. Becoming a SHARP program in 2007 was a very rewarding part of the long journey.

John Morrison

Montana State Auditor

John Morrison was elected Montana State Auditor, the Commissioner of Insurance and Securities in November 2000 and re-elected in 2004. As State Auditor, John's top priorities have been consumer protection and job creation. John and his staff have successfully prosecuted Montana's largest securities and insurance cases, recovering millions for consumers and investors. He has worked to prevent harm to consumers and investors, especially seniors, through new programs like Invest Smart Montana.

John has also been working to reduce the number of uninsured Montanans since taking office. The 2005 Montana Legislature approved John's Insure Montana program that uses tax credits and pooling to make health insurance more affordable for Montana's small businesses. John has been a leader in the National Association of Insurance Commissioners. As chair of the NAIC's Health Insurance and Managed Care Committee, John testified in the United States Senate on small business health insurance solutions. As chair of the Consumer Protection Working Group, John led the roll out of a national internet portal for consumers (www.naic.org/cis). He also chaired the task force addressing legal issues arising from the terrorist attacks on September 11th.

Prior to his election, John practiced law in Montana for 13 years. He holds an AV rating with Martindale Hubbell, the highest mark for legal skills and professional ethics. As a member of the State Bar Association Ethics Committee, he co-authored dozens of opinions on ethical issues. He is also a past president of the Montana Trial Lawyers Association. He represented Montana in the state's tobacco case, represented the New York Times and other media organizations in the "Unabomber" case, and handled many complex insurance cases in federal and state trial and appellate courts. He previously worked as a legislative aide and legal counsel in the U.S. Senate.

John received a bachelor's degree in philosophy and politics from Whitman College in Walla Walla, Wash., and a law degree from the University of Denver where he was a winner of the national trial competition and a law review editor. He has written numerous legal articles and a book, "Mavericks, The Lives and Battles of Montana Political Legends."

John and his wife Cathy have two daughters, Allison 12, and Amanda 9.

**Be sure to vote on the 2008 location (voting card is included in your registration packet).
Drop your vote off at the registration counter to have a chance at winning a prize!**



Biographies



John Perdaems P.T., M.D.T., O.C.S.

Bozeman Deaconess Hospital, Assistant Manager of Physical Therapy

John Perdaems a 1992 University of Montana graduate, School of Physical Therapy, became certified in Mechanical Diagnosis and Treatment of the Spine in 2001 and Board Certified as an Orthopedic Certified Specialist in 2007. He currently is the Assistant Manager of Physical Therapy at Bozeman Deaconess Hospital and was the Director of Outpatient Rehabilitation at the Ridge Athletic Club for BDH.

John and his wife, Caryl have two children; a son DJ who is 9 and daughter Darra, 8. His hobbies include skiing, hiking, mountain biking, fishing and coaching baseball.

Gerard 'Jerry' Ryan Ph.D., C.I.H.

Core Advantage, Owner

Dr. Ryan owns his own consulting company, **Core Advantage**, headquartered in Boulder, Colorado. **Core Advantage** specializes in safety and health management systems designed to drive business excellence and world-class organizational cultures compatible with OSHA Star VPP, ISO and Baldrige certification processes.

He brings together a unique blend of technical and managerial knowledge with 36 years of Safety & Health experience. A 26 year OSHA veteran, he held numerous positions within the agency including VPP Program Manager, Area Director, Assistant Regional Administrator and Acting Deputy Regional Administrator. He was a recipient of numerous awards for his innovative VPP partnership and safety & health culture work to include the prestigious Hammer Award from Vice President Al Gore; U.S. Department of Labor's Distinguished Career Service Award, and 5 Secretary of Labor's Exceptional Achievement and Impact Awards. He is a nationally renowned speaker and facilitator.

Dr. Ryan holds a B.S. degree in Environmental Health, a M.S. degree in Occupational Health, and a Ph.D. in Industrial Hygiene, and is also board certified in the Comprehensive Practice of Industrial Hygiene.

Judge James Jeremiah Shea

MT Department of Labor & Industry

Judge James Jeremiah Shea was born and raised in Butte, Montana. He was sworn in as the fourth Judge of the Montana Workers' Compensation Court on September 6, 2005, after being appointed by Governor Brian Schweitzer. At the time of his appointment, Jim was a partner with the law firm of Paoli & Shea in Missoula. From 1994 until taking the bench, Jim's practice was devoted almost exclusively to the representation of injured railroad workers under the Federal Employers' Liability Act. During his career, Jim represented employees of the Burlington Northern and Santa Fe Railway, Montana Rail Link, and the Union Pacific Railroad throughout Montana, Idaho, Washington, Oregon, Wyoming, and Utah. Immediately after graduating from law school, Jim clerked for Chief Judge Paul G. Hatfield of the United States District Court for the District of Montana. He then spent four years practicing law in Oregon before moving home to Montana in 1996. While living in Oregon, Jim worked as a trial lawyer with the Metropolitan Public Defender in Portland and was a member of the Portland law firm of Bricker, Zakovics & Querin. He is a graduate of Butte Central Catholic High School and received both his undergraduate and law degrees from the University of Montana. Jim and his wife Kathy met in college and have been married since 1989. They are the proud parents of two daughters, Kate and Moira.

In his spare time, Judge Shea enjoys camping and other activities with his family, GRIZZLY FOOTBALL, playing handball, hunting, and fly fishing. He is also somewhat embarrassed to admit that he possesses an almost savant-like knowledge of most movies, 1980s television and music, and useless entertainment and political trivia.

Larry Westfall

Sandi Westfall

L&S Teambuilders

Larry and Sandie Westfall, are teambuilding coaches who teach how to improve organizations. They use interactive games that help teams have fun while they learn to work better together.

Larry is retired from the Montana Army National Guard. While in the Guard he successfully served in a wide range of leadership positions and was promoted to the highest-ranking noncommissioned officer position in the state. During the last three years of his career he conducted interactive team training for Guard units, nonprofit organizations and schools. He used fun, problem-solving activities/games to help a team cooperate, communicate and make decisions together. It was so fun and successful that he has continued it as a business.

Sandie raised their three children to be successful adults and is closely involved with her 7 grandchildren. She retired from the Helena School District after having served as a teacher assistant and special education paraprofessional for 18 years. She has been certified on the team activities/games and uses her teaching and family experiences during the processing to bring out team members' reactions.

Together Larry and Sandie bring much fun to experiential learning and interactive teambuilding for any organization. One client said that "they not only work hard, they have a passion for helping teams succeed."

Ross Yeager

OSHA MT Area Director

Ross is currently the OSHA Area Director – Montana of OSHA. He has 20 years with the agency in Montana. Ross has been a Compliance Officer, Compliance Assistance Specialist, Assistant Area Director and Area Director. He has a B.S. in Occupational Safety and Health from Montana Tech.

**Please fill out the conference evaluation included with your agenda,
your comments are very important to us!**





2007 Safety Award Winners

Small Private Business

Mountain Water of Missoula

Large Private Business

BN Builders of Hamilton

Small Public Business

City of Helena Wastewater Treatment Facility of Helena

Large Public Business

Flathead County Human Resource Department of Kalispell

Mine

Westmoreland Savage Corporation – Savage Mine (of Glendive/Sidney)

The 2007 Governor's Conference has been approved for the following education credits:

CLE Credits (13.25 credits-2.75 pre-conference, 10.5 main conference)

Renewal Units—Office of Public Instruction (15 credits)

Montana Insurance Continuing Education Credits (To be determined)*

Commission on Rehabilitation Counselor Certification (13.5 credits)

Certified Disability Management Specialists Certification (13.5 credits)

Certified Case Manager Certification (13.5 credits)

Human Resource Professionals (10.75 credits)

**In order to receive full credit, sign up sheets must be completed for each session, they are located at back of the room.*

Forms available at the registration desk!

2008 Governor's Conference

The conference will be held in the fall of 2008.
Location and dates have not yet been determined.

For more information on both events please visit our website:

www.erd.dli.mt.gov

Click on 'Upcoming Events'